

EQUALITY IMPACT ASSESSMENT – [FOOD WASTE PROJECT]**SECTION ONE: INFORMATION ABOUT THE PROPOSAL**

Author(s): This is the person completing the EIA template.	Rachel Hawadi	Department and service:	Street Services	Date of assessment:	14 October 2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Andy Sharp (Interim Service Director Growth)	Signature:	A. Sharp	Approval date:	18 October 2025
Overview:	This document is the Equality Impact Assessment (EIA) accompanying the approval of the business case to implement a weekly household Food Waste Collection Service to all residents of Plymouth by 1 April 2026. The project is legislatively driven and funded by the Department for Environment, Food & Rural Affairs (Defra). The Council is obliged to provide all residents with an internal caddy, a kerbside caddy and a communal bin for flats, clusters of flats, Houses in Multiple Occupation (HMO), and estates. Residents however have the option to participate in the food waste collection service. The project will overlay existing residual & recycle waste collections and utilise current practices for assisted collections as requested by residents. As part of the public engagement and behavioural change programme that underpins the project there will be deliverables specifically designed with communicating with those that struggle with English.				
Decision required:	To approve the Revenue Business Case and associated phased roll out of Plymouth City Council's Household Food Waste Collection service. Reasons: <ul style="list-style-type: none"> a) <i>Statutory Compliance: The Food Waste Collection Project is a legislatively driven initiative and aligns with national legislation and Defra requirements for separate domestic food waste collections in England by 1st of April 2026.</i> b) <i>To commence phase 1 of the food waste collection service in early March 2026.</i> c) <i>To support the Council's Climate Emergency Action Plan and Net Zero targets by introducing a food waste collection service.</i> d) <i>To empower residents to reduce waste and improve recycling habits which will increase Plymouth's recycling rate.</i> e) <i>To divert food waste from residual waste streams, reducing disposal costs over time.</i> 				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	No
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	No
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes	Yes	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
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Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>Southwest</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14. • 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>	<p>Protected Characteristic: Age is explicitly considered in the assessment.</p> <p>Assessment Findings:</p> <ul style="list-style-type: none"> • The service is designed to be inclusive of all age groups, from young families to older adults. • No adverse impacts were identified for any specific age group. • The Council acknowledges that older residents may face mobility challenges, and younger residents (e.g. students or young professionals in shared housing) may need tailored communication. <p>Participation in the service will require residents to present a kerbside container for collection. The Council will also provide a kitchen caddy that the resident can use to collect waste and transfer contents into the larger kerbside caddy.</p>	<p>Whilst participation in the service will be voluntary the Council clearly want to ensure everyone can use it. Residents who struggle with the presentation of waste will be able to access the Assisted Waste Collection scheme and application process will be amended to accommodate this new service.</p> <p>Older Adults (65+)</p> <ul style="list-style-type: none"> • Offer assisted collection services. • Providing printed materials and in-person support through door knocking and the use of Recycling Officers. • Collaborating with Age UK and local care networks. <p>Young People (Under 18)</p> <ul style="list-style-type: none"> • School-based education programmes. • Youth-friendly materials and interactive campaigns. • Collaboration friendly campaigns. • Collaborate with Age UK and local care networks. 	<p>Responsible Department:</p> <p>Operations Manager and Street Services Team.</p> <p>Senior Project Manager, Communications and Recycling Officers</p>
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<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19–21-year-old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>Care experienced individuals may face:</p> <p>Mistrust of institutions due to past experiences in the care system. Reduced access to services because of limited social networks or support. Barriers to engagement stemming from trauma, instability, or lack of tailored communication.</p> <p>No adverse impacts are anticipated from this decision,</p> <p>However, targeted engagement will need to take place as.</p> <ul style="list-style-type: none"> • The project cannot assume care experienced individual have stable home environments or cooking facilities. This can exclude care-experienced individuals who may live in temporary accommodation or lack kitchen access. • Young people in care may have additional safeguarding protocols that limit spontaneous involvement. • If care-experienced voices aren't involved in planning, the project may not reflect their needs or interests. 	<ul style="list-style-type: none"> • Include care-experienced young people in co-design and feedback loops. • Offer flexible, low-barrier ways to participate (e.g. drop-in sessions, mobile kitchens, anonymous surveys). 	<p>Senior Project Manager</p>
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Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	<p>Protected Characteristic: Disability is explicitly addressed in the assessment.</p> <p>Assessment Findings:</p> <ul style="list-style-type: none"> • The service may present challenges for some disabled residents, particularly those with mobility impairments, visual impairments, or cognitive disabilities. • The requirement to present a kerbside caddy could be a barrier for individuals who cannot easily carry or move containers. <p>Participation in the service will require residents to present a kerbside container for collection. The Council will also provide a kitchen caddy that the resident can use to collect waste and transfer contents into the larger kerbside caddy. Those with physical disabilities may struggle with lifting and transfer of the waste.</p>	<p>Protected Characteristic: Disability is explicitly addressed in the assessment.</p> <p>Assessment Findings:</p> <ul style="list-style-type: none"> • The service may present challenges for some disabled residents, particularly those with mobility impairments, visual impairments, or cognitive disabilities. • The requirement to present a kerbside caddy could be a barrier for individuals who cannot easily carry or move containers. 	<p>In line with roll out of the Service in 2026.</p> <p>Responsible Department: Operations Manager and Street Services Team.</p>
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Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans woman (2021 Census).	<p>Protected Characteristic: Gender reassignment is explicitly listed and considered.</p> <p>Assessment Findings:</p> <ul style="list-style-type: none"> • The service is designed to be inclusive and equitable, with no identified adverse impacts on individuals undergoing or having undergone gender reassignment. • The Council commits to ensuring that communications and service delivery are respectful and inclusive of all gender identities. 	Not applicable.	Not applicable.
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnership of the same sex</p> <p>0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	<p>Marriage and civil partnership is included in the assessment as required by law.</p> <p>Assessment Findings:</p> <p>The implementation of the food waste service is not expected to negatively impact individuals based on their marital or civil partnership status. The service is designed to be universal and inclusive, with equal access for all households regardless of relationship status.</p> <p>.</p>	Not applicable.	Not applicable.

Pregnancy and maternity	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.</p>	<p>Pregnancy and maternity is explicitly considered in the Equality Impact assessment.</p> <p>Assessment Findings:</p> <p>No adverse impacts were identified for pregnant individuals or new parents. The service is designed to be inclusive and accessible to all households, including those with expectant or new mothers.</p>	<p>Mitigation and Support Measures.</p> <ul style="list-style-type: none">▪ Kerbside Collection: Residents are required to present a food waste caddy at the kerbside. For those who may struggle (e.g. due to pregnancy or postnatal recovery), assisted collections are available upon request.▪ Kitchen Caddies: Provided to all households to reduce the need for frequent trips outside, which can be helpful for those with limited mobility or caring responsibilities.▪ Inclusive Communication: Outreach materials will be designed to ensure clarity and accessibility for all, including households with young children or expectant parents.	<p>Not applicable.</p>
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<p>Race</p>	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	<p>Protected Characteristic: Race is explicitly considered in the assessment.</p> <p>Assessment Findings:</p> <ul style="list-style-type: none"> • The service is designed to be inclusive and accessible to all residents, regardless of racial or ethnic background. • No adverse impacts were identified specific to race. • However, the EIA acknowledges that language barriers may affect understanding and uptake of the service among residents whose first language is not English. 	<p>Community Engagement:</p> <p>The behavioural change programme underpinning the rollout will include consultation with diverse communities to ensure cultural sensitivity and relevance.</p> <p>The project will produce food waste posters with the following non-English Languages</p> <ul style="list-style-type: none"> • Polish • Romanian • Arabic • Chinese • Urdu • Punjabi <p>These will be provided in targeted areas, community centres, restaurants, places of worship.</p> <p>Talks and presentations in targeted areas and events where non-English speakers are spoken to about Food Waste in their native languages where arise.</p> <p>To attend talks and presentations where people from communities are present and could involve food and dining e.g. Grand BAME Business Conference & Gala, events during Chinese New</p>	<p>From November 2025 until end of roll out.</p> <p>Responsible Department: Senior Project Manager and Recycling Officers.</p>
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			Year, Ramadan, Holi, International Women's Day, monthly international dinner etc	
Religion or belief	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	No adverse impacts are anticipated from this decision.	<p>The project will produce food waste posters in English and the following non-English Languages</p> <ul style="list-style-type: none"> • Polish • Romanian • Arabic • Chinese • Urdu • Punjabi <p>These will be provided in areas of worship (churches, temples, halls, synagogues, mosques etc).</p>	<p>From November 2025 until end of roll out.</p> <p>Responsible Department: Senior Project Manager and Recycling Officers.</p>

Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	<p>Protected Characteristic: Sex (male and female) is explicitly considered in the assessment.</p> <p>Assessment Findings:</p> <ul style="list-style-type: none">• The service is designed to be equally accessible to all residents regardless of sex.• No adverse impacts were identified that would disproportionately affect men or women.• The Council commits to inclusive service delivery, ensuring that gender does not affect access to food waste collection.•	<p>Assisted Collections: Available for residents who may have physical limitations, which can include gender-related health conditions or caregiving roles often disproportionately held by women.</p> <p>Inclusive Communication: Outreach materials are designed to be gender-neutral and accessible to all.</p> <p>Household Flexibility: The service accommodates various household types, including single-person and multi-generational homes, which may reflect gendered living arrangements.</p>	From November 2025 until end of roll out.
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Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	<p>Protected Characteristic: Sexual orientation is explicitly listed and considered in the assessment.</p> <p>Assessment Findings:</p> <ul style="list-style-type: none"> • The service is designed to be inclusive and accessible to all residents, regardless of sexual orientation. • No adverse impacts were identified that would disproportionately affect lesbian, gay, bisexual, or other sexual minority individuals. • The Council commits to ensuring that communications and service delivery are respectful and non-discriminatory. 	<ul style="list-style-type: none"> • Inclusive Language: All public-facing materials will be reviewed to ensure they are inclusive of diverse sexual orientations. • Community Engagement: Outreach efforts will include engagement with LGBTQ+ groups to ensure awareness and participation. • Universal Access: The food waste service is available to all households, with no differentiation based on household composition or identity. 	From November 2025 until end of roll out.
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts are anticipated from this decision.	Not applicable.	Not applicable.

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p>Work together in partnership to:</p> <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion 	No adverse impacts are anticipated from this decision.	<p>1. The project will produce food waste posters with the following non-English Languages</p> <ul style="list-style-type: none"> • Polish 	From Project Inception until end of roll out Summer 2026.

<ul style="list-style-type: none"> ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 		<ul style="list-style-type: none"> • Romanian • Arabic • Chinese • Urdu • Punjabi <p>These will be provided in targeted areas, community centres, restaurants, places of worship.</p> <p>2. Talks and presentations in targeted areas and events where non-English speakers are spoken to about Food Waste in their native languages where arise.</p> <p>3. To attend talks and presentations where people from communities are present and could involve food and dining e.g. Grand BAME Business Conference & Gala, events during Chinese New Year, Ramadan, Holi, International Women's Day, monthly international dinner etc</p>	<p>Responsible Department: Senior Project Manager and Recycling Officers.</p>
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>	<p>No adverse impacts are anticipated from this decision.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>No adverse impacts are anticipated from this decision.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>
<p>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to</p>	<p>No adverse impacts are anticipated from this decision.</p>	<p>Not applicable.</p>	<p>Not applicable.</p>

ensure Plymouth is a city where everybody feels safe and welcome.			
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